

Minutes
Clark County School District
Regular Meeting of the Board of School Trustees
Edward A. Greer Education Center, Board Room
2832 East Flamingo Road, Las Vegas, Nevada 89121

Thursday, September 9, 2021

5:10 p.m.

Roll Call: Members Present
Linda P. Cavazos, President
Irene Cepeda, Vice President
Evelyn Garcia Morales, Clerk
Lola Brooks, Member
Danielle Ford, Member
Lisa Guzmán, Member
Katie Williams, Member

Jesus F. Jara, Ed.D., Superintendent of Schools

Flag Salute

Liberty High School JROTC led the Pledge of Allegiance.

Adoption of the Agenda

Adopt the revised agenda, except note delete Item 3.06, and note revised reference material and additional reference material for Item 5.01, and correction assignment for Item 12.02.

Motion: Garcia Morales Second: Williams Vote: Unanimous

Public Comment on Non-Agenda Items

Sarah Comroe provided comments she received from her from students.

Vicki Kreidel spoke on educational concerns and how the District is not supporting their educators.

Mike Moreo addressed concerns with the vaccine mandate and the contradiction of data a presenter provided at the special board meeting.

Carole Moreo addressed concerns with the vaccine mandate and asked the Board to bring an action item to the next Board meeting rescinding the previous approval of the resolution authorizing Superintendent Jara to establish a vaccine policy for all employees.

Synthia Durrant spoke on the mandatory vaccine.

Emily Anderson spoke on teacher contract negotiations and low educator morale.

Public Comment on Non-Agenda Items (continued)

Melissa Gardner spoke on teachers' contract and the safety of teachers.

Rabeck Cordell spoke on wearing masks and effects of Covid19.

Bonnie Taylor spoke on freedom of choice and the vaccine.

Amy Marshall spoke on the vaccine mandate.

Suynn Davis talked about racism in schools.

Greg Vanhouten spoke on Critical Race Theory.

Norma Scurlock expressed her concern on wearing masks.

Terri Shuman spoke on the vaccine mandate and asked the Board to reconsider their previous decision and to consider weekly testing.

Drew Pulver feels there is disregard of Covid protocols at the work site.

Emily Hartley spoke on Clark County School District's lack of contributions to health insurance.

David McKeon spoke on how other schools are keeping their students safe by using the Air Guardian Purification System.

Approve Adoption of Consent Agenda

Approval of consent agenda, as submitted, as recommended.

Public Hearing

Anna Binder spoke on Items 3.03, 3.20, 3.21, 3.26. She said she was glad to see the list of new hires and funds being allocated to Hope Squad. She stated she will continue advocating for more funds and will try and get them in many schools. She thanked the Trustees for supporting the Teaching Degree Scholarship and hopes people are applying. She commented on the new Governance Policies and how they give fluency in moving in the right direction for the District and students. She also commented on the fingerprinting process for emergency substitutes.

Sarah Comroe spoke on Item 3.05. She stated pay, benefits and work environment fix them and the District will not have to worry any more.

Jessica Allen spoke on Item 3.21. She suggested sending licensed and classified staff annual surveys to be included in teacher evaluations for District superintendents and administrators geared toward the employee's perception of leadership.

Public Hearing (continued)

Kamilah Bywaters spoke on Items 3.07, 3.08, 3.09. She stated the Las Vegas Alliance of Black School Educators (LVABSE) support the scholarship program and those making decisions be equitable to meet the needs of the students.

Approve Adoption of Consent Agenda

Approval of consent agenda, as submitted, as recommended.

Motion to approve the consent agenda as presented

Motion: Williams Second: Garcia Morales

Trustee Ford requested an amendment to the motion requesting approval of the agenda except for Item 3.21 Amendment of Clark County School District Board of Trustees Governance Policy, B/SE-1: Board and Superintendent Evaluation Methodology and Item 3.26 Amendment of Clark County School District Board of Trustees Governance Policy, B/SL-2: Unity of Control. She believes there was unethical circumstances as to their origination and there is currently an ethics complaint filed and requested the items be approved separately.

Trustee Cavazos asked the maker of the motion.

Trustee Williams declined the amendment.

Vote on Trustee Williams' motion: Yeses – 5 (Brooks, Cavazos, Cepeda, Garcia Morales, Guzmán, Williams);

No – 1 (Ford)

The motion passed.

3.01 Memorandum of Agreement between the Clark County School District and The Purposity Foundation, Inc.

Discussion and possible action on approval to enter into a Memorandum of Agreement between the Clark County School District and the Purposity Foundation, Inc., to provide an online platform for donors to voluntarily fulfill the needs of students and families experiencing homelessness, from September 10, 2021, through September 9, 2022, and for the Superintendent of Schools, Clark County School District, and the President and Clerk, Clark County School District Board of Trustees, to sign the Memorandum of Agreement, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.01)

3.02 Software License Middlebury Interactive Languages, LLC.

Discussion and possible action on authorization for the purchase of interactive courses from Middlebury Interactive Languages, LLC, in an amount of \$79,000.00, from September 10, 2021, through July 31, 2022, to be paid from the Nevada Learning Academy at CCSD's budget, Unit 0633, General Fund 1000000000, Account 5650000000, Functional Area F04301000, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.02)

Approve Adoption of Consent Agenda (continued)

3.03 Grant Application: Refugee School Impact Grant, Catholic Charities of Southern Nevada, Subgrant Award.

Discussion and possible action on authorization to continue the implementation of the Refugee School Impact Grant, funded by the United States Department of Health and Human Services Office of Refugee Resettlement through Catholic Charities of Southern Nevada, to provide academic and enrichment services for eligible elementary and secondary refugee students, in the amount of \$180,000.00, from October 1, 2021, through September 30, 2022, to be paid from the Refugee School Impact Grant, Fund 0280, Grant 6722022, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Dustin Mancl] (Ref. 3.03) 2021, to be paid from East Career and Technical Academy's Strategic Budget, Unit 0409, Fund 0100, is recommended. **(For Possible Action)** [Contact Person: Deanna Jaskolski] (Ref. 3.03)

3.04 Warrants.

Discussion and possible action on ratification of the warrants as listed in the Bills Payable Transmittal and the Board Memorandum to be presented at the Board meeting, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 3.04)

3.05 Licensed Personnel Employment.

Discussion and possible action on approval to employ licensed personnel, as listed, is recommended. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 3.05)

3.07 Grant Application Renewal: Teach Nevada Scholarship Program, Nevada Department of Education.

Discussion and possible action on the authorization to accept an award and provide scholarships to college students pursuing teacher preparation programs that will result in Nevada licensure in the areas of Early Childhood Education, Elementary, Secondary, Special Education Autism, Early Childhood Developmentally Delayed, Generalist, Intellectual Disabilities, or Speech Language Impairments, funded through the Nevada Department of Education as authorized by the 81st Session of the Nevada Legislature and approved by the Nevada State Board of Education, in the amount of \$432,000.00, to be paid from Fund 0279, State Grants/Projects Fund, Grant Number 4415020, from September 10, 2021, through June 30, 2022, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 3.07)

3.08 Purchasing Awards.

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$5,165,000.00 in compliance with NRS 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.08)

3.09 Purchase Orders.

Discussion and possible action on ratification of the purchase orders in the total amount of \$3,120,061.74 as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.09)

Approve Adoption of Consent Agenda (continued)

3.10 Construction Award: Field Replacement at J.T. McWilliams Elementary School.

Discussion and possible action on approval of award to the lowest responsive and responsible bidder to the field replacement at J.T. McWilliams Elementary School in the amount of \$342,240.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014121; and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.10)

3.11 Grant of Easement to Southwest Gas Corporation at Barry and June Gunderson Middle School.

Discussion and possible action on approval to allow Southwest Gas Corporation a grant of easement at Barry and June Gunderson Middle School, to install and maintain a natural gas pipeline or pipelines and appurtenances, across, over, under and through the school property, and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.11)

3.12 Utility System Lease Agreement Between Nevada Power Company Doing Business as NV Energy and the Clark County School District at Mojave High School.

Discussion and possible action on approval of a Lease Agreement between NV Energy and Clark County School District to allow NV Energy to utilize a portion of the Mojave High School parking lot to install a community solar project, and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee to sign the agreement, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.12)

3.13 Right of Entry to NV Energy at Mojave High School.

Discussion and possible action on approval for a right-of-entry to NV Energy at Mojave High School, to construct, operate, add to, modify, maintain, and remove communication and electrical facilities as delineated by NV Energy, upon over, under, and through the property, and provide unrestricted passage of employees, contractors and subcontractors, and their vehicles, and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.13)

3.14 Change Order.

Discussion and possible action on ratification of total change order for a net increase of \$196,199.00 to the construction contract for Virgin Valley High School (\$196,199.00) (CB&G Enterprises, Inc., – 2015 Capital Improvement Program), is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.14)

Approve Adoption of Consent Agenda (continued)

3.15 New Grant Application: Highway Safety Grants Program - Zero Teen Fatalities Nevada Department of Public Safety.

Discussion and possible action on authorization to implement the Nevada Department of Public Safety Office of Traffic Safety Zero Teen Fatalities Grant to reduce deaths and serious injuries caused by motor vehicle crashes through the implementation of programs that address driver behavior, in an amount of \$133,000.00, from September 10, 2021, through June 30, 2022, to be paid from the Nevada Department of Public Safety Office of Traffic Safety Zero Teen Fatalities Grant, Fund 0280, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Henry Blackeye] (Ref. 3.15)

3.16 Adopt Clark County School District Policy 3100.

Discussion and possible action on approval to adopt Clark County School District Policy 3100, Code of Ethics/Anti-Fraud, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 3.16)

3.17 Adopt Clark County School District Regulation 3100.

Discussion and possible action on approval to adopt Clark County School District Regulation 3100, Code of Ethics/Anti-Fraud, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 3.17)

3.18 Amendment of Clark County School District Board of Trustees Governance Policy, GP-9: Meeting Planning.

Discussion and possible action on approval of the amendment of Clark County School District Governance Policy, GP-9: Meeting Planning, is recommended. **(For Possible Action)** [Contact Person: Linda P. Cavazos] (Ref. 3.18)

3.19 Amendment of Clark County School District Board of Trustees Governance Policy, GP-10: Construction of the Agenda.

Discussion and possible action on approval of the amendment of Clark School District Governance Policy, GP-10: Construction of the Agenda, is recommended. **(For Possible Action)** [Contact Person: Linda P. Cavazos] (Ref. 3.19)

3.20 Adopt Clark County School District Board of Trustees Governance Policy, GP-20: Board Public Communications.

Discussion and possible action on approval to adopt Clark County School District Governance Policy, GP-20: Board Public Communications, is recommended. **(For Possible Action)** [Contact Person: Linda P. Cavazos] (Ref. 3.20)

Approve Adoption of Consent Agenda (continued)

3.21 Amendment of Clark County School District Board of Trustees Governance Policy, B/SE-1: Board and Superintendent Evaluation Methodology.

Discussion and possible action on approval of the amendment of Clark County School District Governance Policy, B/SE-1: Board and Superintendent Evaluation Methodology, is recommended. **(For Possible Action)** [Contact Person: Linda P. Cavazos] (Ref. 3.21)

3.22 Adopt Clark County School District Board of Trustees Governance Policy, B/SE-3: Board Report and Progress Monitoring.

Discussion and possible action on approval to adopt Clark County School District Governance Policy, B/SE-3: Board Report and Progress Monitoring, is recommended. **(For Possible Action)** [Contact Person: Linda P. Cavazos] (Ref. 3.22)

3.23 Adopt Clark County School District Board of Trustees Governance Policy, B/SE-4: Board Report Content.

Discussion and possible action on approval to adopt Clark County School District Governance Policy, B/SE-4: Board Report Content, is recommended. **(For Possible Action)** [Contact Person: Linda P. Cavazos] (Ref. 3.23)

3.24 Adopt Clark County School District Board of Trustees Governance Policy, B/SE-5: Board Report Vetting.

Discussion and possible action on approval to adopt Clark School District Governance Policy, B/SE-5: Board Report Vetting, is recommended. **(For Possible Action)** [Contact Person: Linda P. Cavazos] (Ref. 3.24)

3.25 Adopt Clark County School District Board of Trustees Governance Policy, B/SE-6: Board Report Schedule.

Discussion and possible action on approval to adopt Clark School District Governance Policy, B/SE-6: Board Report Schedule, is recommended. **(For Possible Action)** [Contact Person: Linda P. Cavazos] (Ref. 3.25)

3.26 Amendment of Clark County School District Board of Trustees Governance Policy, B/SL-2: Unity of Control.

Discussion and possible action on approval of the amendment of Clark School District Governance Policy, B/SL-2: Unity of Control, is recommended. **(For Possible Action)** [Contact Person: Linda P. Cavazos] (Ref. 3.26)

Formative Board Reports and Updates

None.

REVISED Focus on the Future for Kids Elementary and Secondary School Emergency Relief III Update

Presentation and discussion on Elementary and Secondary School Emergency Relief (ESSER III) process, community input, and spending priorities.

Superintendent Jara stated there is data reflecting of the Covid pandemic and reflecting long-term inequities and long-term needs for our children around student success. He went on to state here is a significant amount of funding for student success and mental health for our children and staff. Superintendent Jara said he will continue holding town hall meetings to update the community of the results of this plan.

Dr. Christopher Bernier, Chief of Staff, Office of the Superintendent, presented an update on the Focus on the Future for Kids, as shown in Reference 5.01.

Trustee Cavazos thanked Dr. Bernier for the presentation and acknowledged members of the community advisory committee who were in attendance.

Public Hearing

Anna Binder thanked everyone involved for their hard work and thanked the Trustees for supporting special education and mental health. She is looking forward to receiving the funds and implementing them in the community.

Vicki Kreidel said there are good things in the plan in providing additional resources at school sites and supporting families; however, would like to see more on supporting the arts programs and instructors. She said she would like incentive pay for educators to keep good teachers in the District.

Sylvia Lazos stated concerns she has with the equity of those most impacted not coming out in this report or in the spending plan. She said during the Nevada Legislature Session the Clark County School District promised to maintain these programs where are they in this plan.

Ender Austin said he would like an enhanced learning environment where black students feel safe, welcomed and affirmed. He would like an investment in mental health and counseling services and professional development opportunities for teachers and student leaders.

Jodi Thornley expressed concerns with the transparency of the spending of money to recuperate education for students is of importance. She stated that students in rural areas need more offered to them other than TITLE 1.

Kamilah Bywaters expressed concerns with the plan and the community not seeing it prior and is glad that the plan can be amended. She would like to see more specificity and the procurement of the contact funds are equitable.

Public Hearing (continued)

Dr. Tonya Walls spoke about concerns she has with the final report as it does not include a focus on those most impacted by Covid. She said it lacks substance and specificity on how the funds will be used relating to racial equity.

Nestor Sanchez stated concerns on how the ARP funds will be spent. He said the community would like the funds to be spent on mental health, afterschool programs, and to invest in English Language Learner students.

Stephanie Kinsley said it is not about race but income inequality.

Dr. Kyle Rogers was concerned that the side on equity, used the word subgroup. He asked the Board be more aware of what the District is going to do with equity and diversity issues.

Sarah Comroe asked why secondary schools were not given direct allocations. She stated substitute teachers were given bonuses and most of support staff have not received a stipend or bonus for working through the 2020-02021 school year. She asked if some of the funding could go towards health care and drop Teachers Health Trust.

Michael Kershaw thanked the District for prioritizing mental health. He said he thinks secondary schools should also have an allocation. He asked what is being done to retain teachers.

Trustee Williams asked Dr. Bernier to describe why this item is now an action item.

Dr. Jara responded that the deadline to submit is September 10, 2021, and Regulation 3221 requires Board approval to submit a grant that is why this item was changed to an action item.

Trustee Williams thanked Dr. Jara for the explanation. She said she did not want the public to think the Board had the information for weeks since the closing of the survey. She thanked Dr. Bernier for his work on putting this information together. She asked Dr. Bernier to confirm that the District can reallocate funds and make amendments if needed and that this is a forward thinking plan and it can be changed.

Dr. Bernier stated that was an accurate description of what moves forward with any grant process. He stated this is the initial plan for submission to the Nevada Department of Education and the final has to be submitted to the Federal Government and that will proceed through the normal grant process. He stated the Superintendent is continuing with his listening tour and his community town halls through the end of September. He stated that revisions will be made and it will come back to the Board in the winter, spring and again next fall and will continue to engage the community to see what is working and what is not.

REVISED Focus on the Future for Kids Elementary and Secondary School Emergency Relief III Update (continued)

Trustee Williams stated on page 13 of 47 of the reference material the acknowledgments are there from all community members that provided input and the information is listed on BoardDocs®. She asked Dr. Bernier to explain the misconception that ESSER III is more flexible than ESSER I or II when it is actually the opposite.

Dr. Bernier stated ESSER III came with additional requirements one of which was at least 20% of the dollars being spent on student achievement disproportionality inequities and race issues making sure we are equitably applying the dollars. He stated CCSD has exceeded that and are just short of the 80% of the dollars going into that area. The other two areas are maintenance of equity and engagement with community.

Trustee Williams said ESSER I came and then ESSER II which was more of a moderate timeline to get the District through the opening of the schools and then ESSER III, which is to progress the timelines. She asked Dr. Bernier to explain.

Dr. Bernier responded it is not that the money is more restrictive or has greater requirements there was a process we have gone through since March of 2020 where the Federal money came in the midst of a crisis. That crisis funding turned into ESSER II which was more about stability funding while that money could still be spent on Covid mitigation strategies, the goal was the Federal Government realized that the country turned to digital one to one learning and that Districts may not have had the resources necessary for the children and their families to make that transition. That allowed the District to purchase additional instructional materials, Chrome Books, hotspots, and work with our partners to make sure the community had connectivity. He said then as the pandemic continued, the District was able to provide resources to help in the social and emotional crisis the District was facing. He stated ESSER III is about developing what the future looks like for the Clark County School District.

Trustee Williams encouraged the community to look at the reference materials and stated on page 18 of revised reference 5.01A, the pie chart showing 88% of the people who responded were parents. She stated that reference 5.01C, lists all of the categories and questions and 13,000 respondents to the survey which is a good indicator of the community. She asked why this was important.

Dr. Bernier responded for transparency the survey was developed by independent partners and the 13,000 respondents is a significant number to move forward with to create statistical correlation and end number.

Trustee Guzmán thanked Dr. Bernier for the presentation and asked how the questions were chosen.

REVISED Focus on the Future for Kids Elementary and Secondary School Emergency Relief III Update (continued)

Dr. Bernier responded that the independent organizations decided on three questions to be the driving force to engage the community.

Trustee Guzmán asked if that was the same type of criteria used for the survey.

Dr. Bernier stated the survey was developed independently and was part of the process when the District engaged the Public Education Foundation, Opportunity180, and the Guinn Center.

Trustee Guzmán asked about wrap around services and that Communities in Schools was not mentioned.

Dr. Jara said the District did not want to start to identify individual partners.

Trustee Guzmán thanked Dr. Jara for his comments. She asked for an explanation regarding the cleanliness and sanitation of facilities listed on page 28 of the presentation with no explanation.

Dr. Bernier stated there was information identified in the Community Advisory Committee (CAC) report. He stated in the last legislative session, the State Legislature passed a renewal of the bond referendum of about 3 billion dollars to our community in the next ten years.

Dr. Jara said this is about setting a vision the community has for kids. He stated that facilities has a 2.1 billion dollar need for HVAC to bring to current standards and a 6 billion dollar need to bring all of our facilities to standards.

Trustee Guzmán asked why Zoom and Victory Schools were not mentioned.

Dr. Bernier responded that as the District moves towards the pupil centered funding formula Zoom and Victory would be supported for a period of time. He stated that the dollars for English Language Learner and for high need students will now follow those students into school budgets and that the funding to educate those children will come categorically.

Jason Goudie, Chief Financial Officer, Business and Finance Unit, stated the District has adopted the pupil centered funding plan which has three different weights which is English Learner, At-Risk, and GATE. He stated Special Education was originally a weight but is outside the plan and is funded similarly as it was in the past.

Trustee Guzmán asked staff to address treating employees better as it is not stated in the plan.

Dr. Bernier responded the way to approach treating teachers better is a cultural response to how we work with our people.

REVISED Focus on the Future for Kids Elementary and Secondary School Emergency Relief III Update (continued)

Jason Goudie stated ESSER I addressed the special session cuts in 2020 and had about 94 million dollars of budgetary cuts and out of that budget were Read By Grade Three and SB178. He stated the District decided to use ESSER funds through utilities, an allowable expense, which then freed up money in the general fund and were able to fund Read By Grade Three and the SB178 placing money back into those schools.

Trustee Cepeda asked what some of the allowable expenses are and what is not an allowable expense.

Dr. Bernier responded parts of the reports are all allowable expenses and the grants department has been a strong advocate and partner in this process to ensure the District is compliant with the Nevada Department of Education's regulations but also the Federal Government to ensure the expenses are aligned. He stated there are two items that the District cannot allow allocations for which are elementary schools, and the other is community partners and wrap around services as those are not direct allocations. He stated the District would set aside money and reimburse them from the budget after staff ensures it was an allowable expense. He also said every expense the District incurs is submitted to the Nevada Department of Education for reimbursement.

Deb Hegna, Director II, Grants Department, stated all grant funding has a list of allowable and non-allowable costs. She said ESSER I is about the immediate response and how is this in response to Covid19.

Trustee Cepeda asked if the money is being allocated through grants then how is the District tracking funding and how do we know the allocations will be equitable.

Dr. Bernier stated the District has a maintenance of equity requirement from the Federal Government that requires the District to measure the proportionate number of dollars spent depending on student needs that will be tracked and there is money set aside specifically in this plan to create a plan around this plan. He stated the District has to determine final allocation of dollars and what is going to be accomplished and the how it is going to be successful when we get there, and develop the matrix and the data that supports that outcome then publicly report. He stated that is why we use the framework of the strategic plan. We will have to coordinate each one of the spends making sure it will do, what it will accomplish, how we will measure and what those metrics are.

Trustee Cepeda asked there are opportunities that are not directly being funded is there still a potential for them to be funded through operations.

Dr. Jara stated yes, but they would need to understand what those opportunities are.

REVISED Focus on the Future for Kids Elementary and Secondary School Emergency Relief III Update (continued)

Trustee Cepeda stated reinforcing Arts, extra-curricular pieces are somewhat broad and is looking to see more details.

Dr. Jara stated one of the things the District did with the general operating budget was added middle school sports and added chess for the elementary schools, so there are somethings we have added and moved forward with for our schools.

Trustee Cavazos asked if the District applied for the three hundred forty seven ESSER II funds and if there is a plan and for a similar process followed.

Dr. Jara stated ESSER II is allocated and budgeted and what is spent on.

Deb Hegna said the ESSER II dollars have been applied for but we have not received approval from the Department of Education. She stated it will be coming before the Board for approval and the Board will have to approve the spending of the dollars before the District can apply to the Department of Education for reimbursement.

Trustee Cavazos asked if the plan is a similar process where we do not need the community input and that it will come back to the Board.

Deb Hegna stated that was correct only, ESSER III dollars require stakeholder input which is what the District has done with ESSER I and ESSER II because it was emergency funding and recovery funding did not require the same level of input.

Trustee Cavazos asked if ESSER I has to be brought back in the future.

Deb Hegna said that was correct, the District has been working strategically to spend the ESSER I dollars, those expire first, and as we move through the process, spend the ESSER II dollars and then ESSER III dollars to make sure they are allocated.

Dr. Bernier said it is important for the public to understand even after a grant is approved the separate spends come before the Board as a resolution item. He said grant approval does not give the Grants Department or staff to make purchases, they still need to come before the Board for approval.

Trustee Cavazos thanked Dr. Bernier and Deb Hegna for the clarification. She asked if the plan will be posted on the website.

Dr. Bernier stated those conversations have begun and Focus on Our Kids site is up for ESSER III.

REVISED Focus on the Future for Kids Elementary and Secondary School Emergency Relief III Update (continued)

Trustee Brooks asked about the survey responses that were collected and if there is a theme, put them in a survey.

Dr. Bernier said the information provided in the survey instructions were very clear. He said the community input was collected from the community groups and that input was reviewed by the CAC and developed into themes.

Trustee Brooks asked for an explanation for allocating money for elementary schools and not secondary schools.

Dr. Jara said there is carryover from the secondary schools and with the elementary schools, there has always been limited budget because of size, enrollment, and a limited budget. He stated the District wanted to be true to what was heard and prioritized elementary schools with the direct allocation.

Trustee Brooks expressed concern with sustainability of the funds and what will happen when the funds disappear.

Dr. Jara stated that the District was careful to make sure what was added is something that can be sustained.

Jason Goudie stated the District has to identify and analyze what is working well and push forward a legislative platform to ensure the legislature understands how valuable these things are to the District and to the students and starts seeking additional funding.

Dr. Jara stated it is important for this community to come together. He said if there is an investment from this community, they will have support from the Legislative Session in 23, and 25.

Trustee Brooks suggested doing a technology audit prior to spending those funds and streamline. She requested the officer's develop a plan on how the Board is going to be included in the strategic planning process. She asked what the timeline was for receiving feedback from the Nevada Department of Education and the next step in the process.

Dr. Bernier said after submission on November 10, the Nevada Department of Education will review the District's plan, which can take a few weeks. He stated once that is received the District will begin to work on the grant application.

Trustee Garcia Morales asked to confirm that the District can start utilizing the resources in March 2022 which means the District is being reimbursed for these funds.

REVISED Focus on the Future for Kids Elementary and Secondary School Emergency Relief III Update (continued)

Dr. Bernier stated the District has to submit the initial plan on September 10 and the final application on November 18. He said the District can access the money however, are hesitant to provide an exact date of when the District would start that spend and reimbursement process until having approval for the ESSER III App.

Trustee Garcia Morales asked for clarification that these funds are not a slush fund that the District can use.

Dr. Bernier stated this money is not in our hands; anything the District spends from ESSER III is a reimbursable. He said if the District spent outside of the grant application without an amendment then the Nevada Department of Education and the Federal Government could tell the District it is an un-reimbursable expense. He stated the District must follow the process insuring the application is approved with the allowable expenses.

Trustee Garcia Morales asked about ensuring equity in funding for students and how the reporting features in the grant reports will help in transparency as to where the funding is going. She also asked how the reporting requirements used through the procurement process will be reported in the grant.

Dr. Bernier said these are expensive propositions that are going to include purchases over the Board amount that will be brought to the Board even if it is approved in the grant. He said purchasing has a process and the District will continue to follow that process once the grant application is approved for reimbursement. He stated the other part of this plan is to look not only at the strategic plan but also to the integrated dashboard, which will inform the community and give a clear understanding of where the District is.

Trustee Garcia Morales asked if the District can prioritize diversity in the procurement process.

Dr. Bernier responded, he believes it can.

Trustee Garcia Morales stated she would like to applaud the Public Education Foundation, Opportunity 180, the Guinn Center, the Community Advocacy Committee and CCSD staff who led or supported the Focus on the Future of Our Kids Project.

Trustee Ford stated she would like to discuss the initial process that has not yet been addressed. She said the Trustees we not included in the Reimaging except to listen during a few town halls that were organized and held by the Superintendent. She stated her constituents want art, music, theater, clubs and sports, and more recess. She feels what is being presented is not what the people of Clark County want. She thinks the District should have another joint meeting with the County Commission and the Board to approve the final plan before any of the money is

REVISED Focus on the Future for Kids Elementary and Secondary School Emergency Relief III Update (continued)

permanently allocated. She requested to receive the details much earlier than the day before the Board meeting to hear from the public.

Dr. Jara said it was an effort to allow the community to direct the spending and the priorities of the school district to have a focus on children and build a trust in the community and the school district. He said the Board was given opportunities to participate and several Board members did in the process.

Trustee Ford asked if the Open Doors is going to be brought back.

Trustee Cavazos stated they are looking at putting on a regular board meeting agenda.

Trustee Ford said the Board should consider and prioritize that based on what was learned from Covid. In addition, said the Board should involve the Commissioners since the Board did all that work with them.

Trustee Cavazos said she cannot go into details at this time for a proposed agenda but it will be prioritized.

Motion to approve Item 5.01 REVISED Focus on the Future for Kids Elementary and Secondary School Emergency Relief III Update.

Motion to approve.

Motion: Garcia Morales Second: Brooks

Trustee Brooks stated she worked on Open Doors Open Schools joint meeting and requested the District do not open schools doors during a pandemic if it is an inconvenience or safety risk to our students or staff. She requested the Board not bring it forward until the pandemic is under control and the transmission rate is lower.

Trustee Cavazos stated she could not promise when it would be brought up, however, there will be a discussion and all Trustees will have input regarding what was just said and also the request of the county and any other aspects that would be relevant at the time.

Trustee Ford stated the concept of allowing people to use our buildings or to facilitate those extracurricular activities should happen, as we know the data supports that.

Trustee Cavazos stated that communication must be throughout the entire initial plan. She said without effective messaging and communication to all entities, she does not believe the District can have transparency and accountability. She said she would like to have more discussion on the

REVISED Focus on the Future for Kids Elementary and Secondary School Emergency Relief III Update (continued)

English Learner Language certification and asked as the District moves forward how will the committee be utilized regarding the amendments and changes.

Dr. Jara stated that the committees focus was to identify the themes and there was no immediate plan to continue as it is now operational however, community input will be reviewed.

Trustee Cavazos said words are important and learning loss, learning recovery, learning assessment denote that our kids were not learning during distance learning and it does not seem equitable as we look at different groups. She requested that sensitivity awareness instead of subgroups be used.

Trustee Cepeda stated educational psychologists are another critical shortage area and asked if there is space to develop culturally responsive diverse educational cycle.

Dr. Jara stated there is space to do that however, we are going to submit the grant as is and will consider all input by the November timeline.

Deb Hegna stated that the plan will be brought to the Board in November for approval and the District can always do amendments after that.

Dr. Jara clarified that any changes would have to be done after it is submitted and after November 18.

Trustee Cavazos asked if there was a deadline on ESSER II.

Deb Hegna stated there was no deadline for ESSER I or ESSER II and there is ninety day deadline with ESSER III which created a deadline with the Nevada Department of Education.

Trustee Cavazos asked if the plan will not come back to the Board until it goes to the Nevada Department of Education.

Deb Hegna stated the Nevada Department of Education has given no approval timeline. She said it could take about two to six weeks before the District receives feedback.

Trustee Williams asked if the funding for Black and Latino educators was based on research from the survey.

Dr. Bernier stated he does not believe it came specifically from the survey data. He said the budget was developed by cabinet members and outside of the Chief of Staff Office and felt a program could be built to attract Black and Latino male educators to deal with the gap between our students and school leaders.

REVISED Focus on the Future for Kids Elementary and Secondary School Emergency Relief III Update (continued)

Trustee Williams stated she wanted to make sure people understood that an actual budget was developed. She said the District had to have community input regarding ESSER III and that the District will turn the community input into the Nevada Department of Education but there was no specific guidelines as to who had to give input or how much.

Dr. Bernier stated that was correct.

Vote on Trustee Garcia Morales' motion was unanimous.

Resolution to Amend the Establishment of Special Revenue Funds

Discussion and possible action on the resolution to amend the Establishment of Special Revenue Funds, due to the establishment of the Pupil Centered Funding Plan adopted in the 81st (2021) Session of the Nevada Legislature, and authorization to file the resolution with the Nevada Department of Taxation, as required by Nevada Revised Statutes 354.612, as recommended in Reference 5.02.

Jason Goudie, Chief Financial Officer, Business and Finance Unit, provided a summary of the resolution to amend the establishment of special revenue funds, as shown in Reference 5.02.

Trustee Brooks stated there would be three different revenue funds and the at-risk category was going to the Free and Reduced Lunch.

Jason Goudie stated at-risk are those students at-risk of not graduating with their cohort as definition by the commission as well as by the State Board of Education.

Trustee Brooks asked if the criteria changes for Free and Reduced Lunch does it impact the fund.

Jason Goudie stated that is correct it does not impact the fund but will impact funding to individual schools.

Trustee Cepeda asked that because of changes in NRS or state law this is why the District has to adopt the Regulation.

Jason Goudie said that is correct.

Trustee Cepeda stated we are not the only District that has to modify their accounting to fulfill changes in law.

Jason Goudie stated that was correct. He said the District did have representation, as did other Districts and held discussions with the Nevada Department of Education and is the information that

Resolution to Amend the Establishment of Special Revenue Funds (continued)

was published by Nevada Department of Education and given the size there may be different requirements for different Districts.

Motion to approve Item 5.02 .Resolution to Amend the Establishment of Special Revenue Funds.

Motion: Cepeda Second: Guzmán Vote: Unanimous

Human Resources Division Recruitment Update

Presentation and discussion on school and department recruiting.

Nadine Jones, Chief Human Resources Officer, Human Resources Division; Steven Flak, Director of School and Department Recruitment, Human Resources Division; and Demetrius Johnson, Executive Director of Recruitment and Development, Human Resources Division, presented an update on the Human Resources Division Recruitment, as shown in Reference 5.03.

Dr. Jara stated the team has worked in a strategic way and diligently to address these challenges. He said there may be processes that need to change to shrink the hiring timeline. He said we are always in a continuous improvement model and we have the right team in place to do it.

Public Hearing

Vicki Kreidel stated there were only two educators on the task force list to help recruit and retain teachers. She said by providing a stable contract and benefits package, paying teachers fairly, and making sure teachers can access benefits is what it will take to get teachers to stay.

Jessica Allen stated teachers are at the mercy of the administration. There needs to be incentives for Specialized Programs Teacher Assistant and support staff to become licensed professionals.

Sarah Comroe said she comes to these meetings asking to make good school culture and climate within the District but no one is listening.

Hannah Comroe stated people take the job but do not stay. She asked to listen to the people working in the schools. In addition, said we need better health insurance, better pay and less useless busy work.

Terri Shuman said people are interested in becoming teachers.

Trustee Cepeda asked what is being done to help elevate the hardship of getting licensed.

Nadine Jones stated one of the recent decisions has been for the District to absorb the cost for back ground checks. She said licensure is outside of the District's domain.

Human Resources Division Recruitment Update (continued)

Trustee Cepeda agreed that is one less financial barrier to getting licensure. She asked if there would be a memorandum of understanding to help recruit from institutions of higher education that serve minority populations.

Steven Flak stated the District engages with diverse organizations.

Trustee Brooks said she likes the progress made with the surveys. She said to look at preexisting surveys to collect information and to look at problems before they elevate and people leave.

Nadine Jones said the work of the Commission was to support the goal of having no classroom teacher vacancies. She stated the matrix is the recommendations and action steps are all in support of that goal.

Trustee Brooks asked what action steps were developed and how was it determined these were going to decrease the vacancy rates.

Nadine Jones said recommendations and actions steps were a result of the Commission's work.

Trustee Brooks said when teachers identify themselves as diverse this could discourage less inclusive school leaders from placing those teachers. She asked if this is something that is being tracked at the school level to make sure there is an incentive to encourage this.

Steven Flak said school principals are looking for diverse individuals and he does not have any analytics for tracking.

Trustee Guzmán asked about Handshake and how to communicate with potential teachers and how to identify it.

Steven Flak said Handshake is an organization that identified there was a gap in engagement for soon to be college graduates. He said the District can get those contacts from the Handshake application to target and market communication to those individuals seeking a degree in education.

Trustee Guzmán asked why the District did not keep the J-1 teachers that were brought in to fill our special education classrooms.

Demetrius Johnson said the J-1 Program is called the Bridge USA Program and is operated by the U.S. State Department.

Trustee Ford asked how many individuals could go through training at one time and what the timeline looks like for support professionals that want to become teachers.

Human Resources Division Recruitment Update (continued)

Nadine Jones said this is the first year for this program and the University of Las Vegas, Nevada (UNLV), funded the number of people who could be in that program.

Trustee Ford asked if there were other matrix's being used as to who is selected for this program.

Nadine Jones said UNLV is responsible for the selection process.

Trustee Cavazos asked if the District employees will be utilized or will an outside consultant or a third party vender do it.

Nadine Jones stated the District utilized Survey Monkey and is not looking to use a consultant.

Trustee Cavazos asked if the District did a one-year extension for the J-1 teachers.

Demetrius Johnson said the District is moving into its fifth year of the first cohort and did get the two-year extension unless they opted to return on their own.

Trustee Cavazos stated it became a Visa issue where we were within certain parameters of rules we had to follow.

Demetrius Johnson agreed.

Trustee Cavazos asked if Bridge is the only recruiter the District uses.

Demetrius Johnson said Bridge USA is the name of the U.S. State Department program. He said the current recruiter is Foreign Cultural Exchange Consultants (FCEC), but are seeking additional recruiters.

Trustee Cepeda asked if there is a pool of students who have not passed the Praxis and cannot get in Alternative Route to Licensure (ALTA), and if so, what is the pool number.

Steven Flak said those students are referred to places that can help them prepare for the Praxis exam.

Trustee Cepeda asked how long does it take for an ALTA candidate to become a teacher.

Steven Flak said it takes one semester.

Trustee Cepeda asked what are the diversity numbers in the ALTA pool.

Steven Flak stated the diversity numbers in the ALTA pool are higher then what the District gets from a standard university or standard program.

Human Resources Division Recruitment Update (continued)

Trustee Garcia Morales stated this work is focused on recruiting and retaining a highly effective work force. She asked is 2024 a realistic timeline for the District to address these issues of transparency.

Dr. Jara responded staff has to look at the data and come back with the strategic plan with all of the data. He said that is going to take the involvement of the Board, staff and the community to make those decisions.

Trustee Garcia Morales stated she is looking forward to the strategic plan process. She asked what jurisdiction does CCSD under the Board have when it comes to the rising cost of housing.

Dr. Jara said the only ability the District has is within the compensation process as for housing that is the county municipalities.

Trustee Discussion Items

Trustee Garcia Morales said she would like to highlight and celebrate some of the District partners such as Workforce Connections and the University of Nevada Reno.

Trustee Cavazos asked if Trustee Garcia Morales is requesting a brief presentation at a Board meeting.

Trustee Garcia Morales said she is open to that, however, she would like to have presentations on partnerships that currently exist.

Trustee Cepeda asked if there would be a presentation on student achievement data.

Dr. Jara responded yes.

Trustee Brooks asked about the evaluation process for the Trustees and if it would be done with Dr. Alsbury.

Trustee Cavazos said yes. She said she would like to have the Trustees nominate something they see happening in their schools, highlight, and have the students attend meetings.

Trustee Cepeda asked if the GPA cap would be brought back and if so would like to make sure to include student voices because they have been advocates for the policy.

Trustee Guzmán requested a presentation and update on the new grading policy.

Trustee Community Activity Reports

None.

Public Comment on Non-Agenda Items

Kristopher Dipaolo stated the Clark County Education Association condemns the leadership of Dr. Jesus Jara and Deputy Superintendent, Brenda Larson-Mitchell.

Jessica Allen spoke about how hard everyone in the District is working and there is still not enough.

Nicholas Fedei said he wants the Trustees to understand that they work for the American people and is looking to have them recalled.

Tanya Wells stated equity is not equality but equity can be a pathway to equality.

Shaun Navarro spoke about union negotiations for work place safety and security.

Michael Kane asked the Trustees to reject the Covid mandate and the use of masks.

Nicholas Dillenbeck asked where is the proof that masks work.

Hannah Comroe spoke about the bus driver shortage and students who are turned away because they do not have a mask. She asked the District to provide more masks to the bus drivers for the students. In addition, asked the Covid numbers be updated on the dashboard.

Sarah Comroe shared concerns she received from her students regarding the grading policy and long lunch lines.

Board Self-Assessment Assignment

None.

Upcoming Meeting of the Board of Trustees – Thursday, September 23, 2021, 5:00 p.m.

Trustee Cavazos stated the upcoming meeting would be held in the boardroom of the Edward A. Greer Education Center.

Adjourn: 11:03 p.m.

Motion: Williams Second: Guzmán Vote: Unanimous

Minutes prepared by Lisa Chrapcynski.